

OFFICE OF ECONOMIC RESEARCH
PERSONNEL DEVELOPMENT PROFILE

Economic Analyst
GS-07 - GS-11

ASSIGNMENTS

Junior Analyst
Branch Analyst

TRAINING

Orientation

Intelligence Directorate Orientation Course (IDOC)
Intelligence in World Affairs (IWA)
CIA Today and Tomorrow

Skills Development

EDP Courses (OER/OJCS/OTR)
Imagery Interpretation Orientation (USAF)
Foreign Language Courses (OTR/FSI)
Effective Briefing
Effective Writing
Writing Better Reports
Fundamentals of Supervision and Management
Managerial Grid

Functional Development

Economic Orientation Courses (OER-Agriculture, Industries, Petroleum)
(DOD - Defense Petroleum Indoctrination)
Area Familiarization (TDY)*
Area Studies Courses (OTR)
Economic/Commercial Studies (FSI, GS-11)**
Symposiums & Seminars (AMA, AMR, Johns Hopkins, Brookings)

Professional Development

Attendance at Professional Meetings
Rotational Assignments within OER
Academic Courses - Part-time/Full-time*

* Selection by OER Career Panel

** Selection by CIA Training Selection Board

OFFICE OF ECONOMIC RESEARCH
PERSONNEL DEVELOPMENT PROFILE

Economic Analyst
GS-12 - GS-14

ASSIGNMENTS

Branch Analyst
Senior Analyst

TRAINING

Orientation

CIA Today and Tomorrow

Skills Development

EDP Courses (OER/OJCS/OTR)
Language Courses (OTR/FSI)
Effective Briefing
Program for Management Development (Harvard GS-13/15)*
Education for Public Management (CSC and Various Universities
GS-12/14)*
Management Seminar (GS-14, OTR)
Performance Appraisal (OTR)
MBO Workshop (OTR)

Functional Development

Economic Orientation Courses (OER-Agriculture, Industries,
Petroleum, DOD - Defense Petroleum Indoctrination)
Area Familiarization -TDY**
Area Studies Courses (OTR)
Symposiums and Seminars (AMA, AMR, Johns Hopkins, Brookings, etc.)

Professional Development

Midcareer Course**
Advanced Intelligence Seminar (GS-13 and up)**
Academic Courses - Part-time/Full-time**
Attendance at Professional Meetings
Foreign Affairs Executive Seminar (FSI GS-13 and up)**
Executive Seminar Center (CSC GS-14/15)**
Rotational Assignments within OER, Other Agency Components
or Other Government Agencies
Overseas Assignment

OFFICE OF ECONOMIC RESEARCH
PERSONNEL DEVELOPMENT PROFILE

Economic Analyst
GS-15 - GS-17

ASSIGNMENTS

Branch Chief
Senior Research Analyst
Staff Chief
Deputy Division Chief
Division Chief

TRAINING

Skills Development

Advanced Management Program (Harvard, GS-16 and up)*
Program for Management Development (Harvard, GS-13/15)* and**
Executive Development Program (CSC and Various Universities)*

Functional Development

Area Familiarization (TDY)

Professional Development

Attendance at Professional Meetings
National War College* **
Senior Seminar in Foreign Policy (FSI, GS-16/17)*
Executive Seminar Center (CSC, GS-14/15)**
Overseas Assignment
Instructor at the National War College
Rotational Assignment to Other Agency Components
or to Other Government Agencies
Brookings Program for Executives*
CIA Senior Seminar (OTR, GS-15 and up)**
Federal Executive Institute (CSC, GS-15 and up)*
Industrial College of the Armed Forces (DOD, GS-15 and up)* **

* Selection by CIA Training Selection Board

** Selection by OER Career Panel

Developmental Profile
Secretary—Subcategory X-1

Occupational Title/Grade	GS-4-GS-5		GS-6-GS-7		GS-8		GS-9	
	Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
➔	Employee Development Course	➔	File System and Procedures	➔	The Organization Today and Tomorrow	➔	Administrative Trends and Highlights	
	Administrative Procedures		Introductory Operations Course		Office Management Seminar		Language as Necessary	
Secretary-Stenographer GS-4	Operational Records I & II	Headquarters Area Desk	Technical Training	Overseas Area Division	Language as Necessary	Overseas Area Division		Overseas Area Division
	Field Administration		Intelligence in World Affairs		Fundamentals of Supervision and Management			
	Preparing for Overseas Assignment		Language as Necessary		Managerial Grid			
	Language (To S-1 or S-2 Level)		Field Administration					
			Risk of Capture					
			Intelligence Information Reports Familiarization					

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DEPUTY DIRECTOR FOR OPERATIONS

Developmental Profile
Reports Officer—Category A

Occupational Title/Grade	GS-7-GS-8		GS-9-GS-11		GS-12-GS-13		GS-14-GS-15	
	Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
Reports Officer Trainee GS-7	Intelligence in World Affairs	Asst to Branch Rpts Officer	Foreign Language Study F/T	Reports Off/Small Branch	P/T Language Refresher	Ch Reports Small/Med Geo. Area	The Organization Today and Tomorrow	Ch Reports Staff Area Div.
	Intelligence Writing		Fundamentals of Supervision and Management	Asst to Reports Off Large Br.	Effective Briefing	Ch Reports Hqs Branch	P/T Language Study to update	Ch Reports Major Sub- Div/Large Division
	The Organization Today and Tomorrow		Area Familiarization		Midcareer Course	Rotational Assignment to	Management Seminar	Ch Reports Large Active Station
	Introductory Operations Course	Area Desk Reports Officer	P/T Academic area studies at local university	Reports Off Specialized Area	Operations Course	Ch Reports O/S Med. Station	Advanced Intelligence Seminar	Sr. Assign. in Another Career Service
	Intelligence Research Techniques Course		Managerial Grid		Survey of Intel- ligence Informa- tion Systems		Senior Seminar	
	Operational Records I & II				EEO Seminar			
	Intelligence Information Reports and Requirements Course				Intelligence Writing Tech. Course			
				Field Assign. in Job Comparable Above		Ops Assign. for Background		

Developmental Profile
Operations Officer, Category B/OG

Occupational Title/Grade	GS-7-GS-9		GS-9-GS-11		GS-12-GS-13		GS-14-GS-15	
	Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
Operations Officer GS-7 (B/OG)	→ Intelligence in World Affairs	→	The Organization Today and Tomorrow	→	The Organization Today and Tomorrow	→	The Organization Today and Tomorrow	
	Operational Records I & II	Desk Officer	Technical Training	Desk Chief	Midcareer Course	Section Chief	Advanced Intelligence Seminar	Deputy Branch Chief or Chief
	Introductory Operations Course		CI Operations		Senior Operations Course	Junior Staff Officer	War College or External Training	
	Operations Course		SE Operations	Desk Officer	Language	Desk Officer	COS Seminar	Senior Division or Staff Officer
	Countering Terrorist Tactics	Field Station Operations Officer	Language (Refresher or Training)		EEO Seminar	Field Case Officer	Management Seminar	DCOS or COS
	Language (To S-3 Level)		Managerial Grid		Survey of Intel- ligence Informa- tion Systems	DCOS or COB	Survey of Financial Management	
			Fundamentals of Supervision and Management	Field Station Operations Officer	Academic Training	Inter- Directorate Assignment	Senior Seminar	Sr. Assign. in Another Career Service
					Management by Objectives Workshop		Language	
							Academic Training	
							Senior Operations Course	

Developmental Profile
Special Operations Officer—Categories B, B/OS and C

Occupational Title/Grade	GS-8-GS-9		GS-10-GS-11		GS-12-GS-13		GS-14-GS-15	
	Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
<div> <div>25X</div> <div>CONFIDENTIAL</div> <div>97</div> </div> <div> <div>➔</div> <div>Special Operations Officer Trainee GS-8</div> </div>	Intelligence in World Affairs		Language Study	HQS	Senior Operations Course	HQS	Advanced Intelligence Seminar	HQS
	Operational Records I & II	Officer in Training	Managerial Grid	Junior Staff/Desk/Case Officer or Skills Specialist (TDY Standby)	Midcareer Course	Staff or Desk Officer (TDY Standby)	Management Seminar	Section, Desk or Country Chief
	Intelligence Information Reports & Requirements Course		Effective Writing		Language Study or Refresher		Effective Briefing	
			Periodic Technical Refresher		The Organization Today and Tomorrow		War College	25X1
					Periodic Technical Refresher		Senior Seminar	
					Management by Objectives Workshop		Senior Operations Course	
					EEO Seminar Academic Training		COS Seminar	25X1
							Survey of Financial Management	
								Field Program, Activity or Functional Chief
								Senior Ops Officer
	Fundamentals of Supervision and Management	Junior Staff Officer		Field Assistant or Junior Ops Officer or Skills Specialist		Field Ops Officer/ Branch Chief Deputy Chief of Base or COB		Chief of Station or Base
	Introductory Operations Course	or						Senior Staff Officer
	Operations Course	Skills Specialist (TDY Standby)						
	Language Study (To S/2 or S/3 level)							

Developmental Profile
Information Management Specialist—Category C

Occupational Title/Grade	GS-7-GS-9		GS-9-GS-11		GS-12-GS-13		GS-14-GS-15	
	Training	Assignment	Training	Assignment	Training	Assignment	Training	Assignment
<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">➔</div> <div>Information Management Specialist Trainee GS-7</div> </div>	Operational Records I, II & III	➔	Forms Analysis and Design	➔	Midcareer Course	➔	Management Seminar	
	Introductory Operations Course	Division Registry	Paperwork Flow	IM/Plans	Survey of Financial Management		Advanced Intelligence Seminar	
	Fundamentals of Supervision and Management	Field Registry	Managerial Grid	IM/Procedures	Applied Financial Management	Division or Staff Records Mgmt. Officer	Senior Seminar	Information Management Branch Chief
	Effective Writing	IntOpsResAsst Division or Staff	Introduction to Computer Technology	Records Admin Officer Division or Staff	EEO Seminar			
	Introduction to Micrographics		Computer Output Microfilm Seminar		Academic Training			
	Field Administration	Analyst IP/DMS	The Organization Today and Tomorrow	Records Mgmt. Officer Large Field Station	Management by Objectives Workshop	Information Processing Section Chief Rotational Assignment		Archivist/Historian
	Intelligence in World Affairs		Fundamentals of Supervision and Management					

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